

2018

CORPORATE
SOCIAL
RESPONSIBILITY
REPORT



About Verisk Analytics

Verisk Analytics (Nasdaq:VRSK) is a leading data analytics provider serving customers in insurance, energy and specialized markets, and financial services. Headquartered in Jersey City, New Jersey, the company operates in 30 countries and is a member of Standard & Poor's S&P 500® Index. Verisk is also part of the Nasdaq-100 Index, which includes the 100 largest nonfinancial securities listed on the Nasdaq stock market. In 2018, *Forbes* named Verisk to its World's Best Employers list and its America's Best Employers for Women list. Verisk also earned the Great Place to Work® Certification for its outstanding workplace culture.

Using advanced technologies to collect and analyze billions of records, Verisk draws on unique data assets and deep domain expertise to provide first-to-market innovations integrated into customer workflows. The company offers predictive analytics and decision support solutions to customers in rating, underwriting, claims, catastrophe and weather risk, global risk analytics, natural resources intelligence, economic forecasting, and many other fields. To meet the needs of diverse clients, Verisk employs an experienced staff of business and technical specialists, analysts, and certified professionals.

Around the world, Verisk helps customers protect people, property, and financial assets.

For more information, please visit www.verisk.com.

For more information on Verisk's corporate social responsibility program, visit www.verisk.com/csr.

Verisk Businesses

Property/Casualty Insurance



Energy and Specialized Markets



Financial Services



A Message to Our Stakeholders

A commitment to sustainability requires balance. Balance is necessary to execute against the priorities of the near-term without losing sight of the challenges gradually coming into view. Balance is also essential to successfully address our stakeholders' expectations, which share some degree of commonality but are never aligned perfectly.

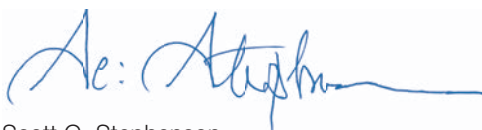
Whether you're looking at Verisk from the inside or outside, I hope the way we balance strategic priorities is apparent. At its foundation is our commitment to long-term value creation, set forth once again in my letter to shareholders, customers, and employees in Verisk's *2018 Annual Report* on page 3 (www.verisk.com/annual-report). Our commitment is evidenced not only in the investments we've made to develop Verisk's products and services to achieve a better tomorrow but also by actions we've taken—and will continue to take—to minimize our impact on the environment, support our employees and communities, and strengthen our governance.

For 2018, I'm especially pleased to note the following:

- Verisk's greenhouse gas emissions were balanced 100 percent by our purchase of renewable energy certificates (RECs) and carbon offsets. The RECs support renewable energy projects in almost every country or region where we have offices.
- We received Great Place to Work® Certification for the third consecutive year. And *Forbes* recognized us on its lists of World's Best Employers and America's Best Employers for Women.
- We implemented changes to our executive compensation programs, aligning with best practices.

I'm proud of the women and men of Verisk and all they've accomplished to position the company for success over the long term. I invite you to learn more about their efforts on the pages that follow.

Sincerely,



Scott G. Stephenson
Chairman, President, and Chief Executive Officer



2018 HIGHLIGHTS

ENVIRONMENTAL

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Verisk balanced 100 percent of its carbon emissions through a combination of purposeful energy reduction initiatives and investments in renewable energy certificates (RECs) and carbon offsets.

Verisk's automobile fleet covered nearly 8 million miles, at an average of more than 28 miles per gallon (mpg)—an improvement in mpg average for the ninth consecutive year.

SOCIAL

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For the third consecutive year, Verisk received certification for its outstanding workplace culture from the Great Place to Work® Institute, a global authority on high-trust, high-performance workplace cultures.

Forbes named Verisk to its 2018 World's Best Employers list and its first-ever list of America's Best Employers for Women.

GOVERNANCE

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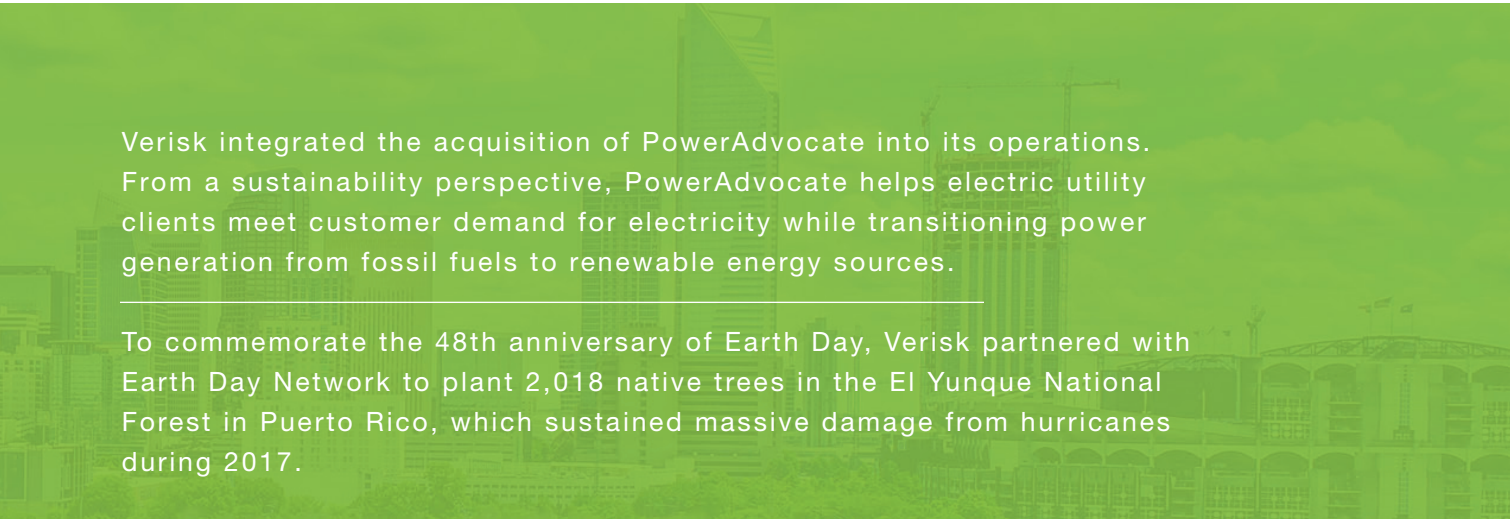
Verisk implemented changes to its executive compensation programs for the 2018 pay cycle, which are intended to align with best practices that make executive pay decisions more quantitative, transparent, and performance-based.

Verisk implemented an online awareness and training program covering modern slavery, which is mandatory for all Verisk employees serving in countries with a higher risk of modern slavery and for all procurement-related staff and human resources department staff regardless of location.

WORKING WITH PURPOSE 22

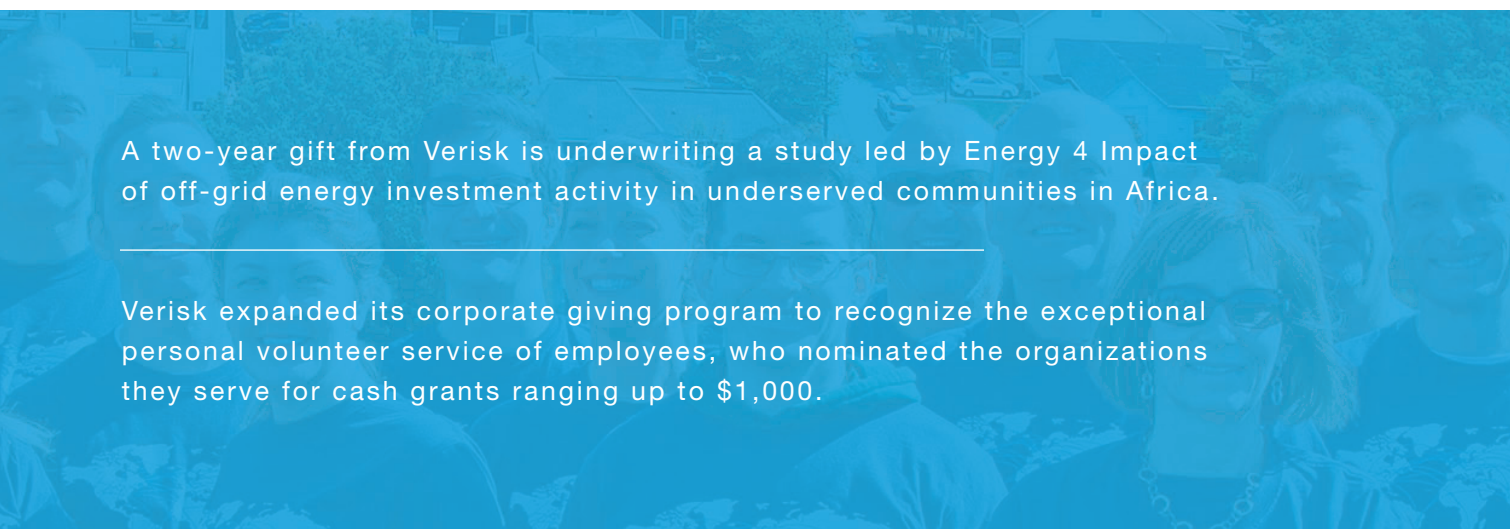
SPECIAL INSERT:

Learn how Verisk's work helps protect people, property, and financial assets.




Verisk integrated the acquisition of PowerAdvocate into its operations. From a sustainability perspective, PowerAdvocate helps electric utility clients meet customer demand for electricity while transitioning power generation from fossil fuels to renewable energy sources.

To commemorate the 48th anniversary of Earth Day, Verisk partnered with Earth Day Network to plant 2,018 native trees in the El Yunque National Forest in Puerto Rico, which sustained massive damage from hurricanes during 2017.



A two-year gift from Verisk is underwriting a study led by Energy 4 Impact of off-grid energy investment activity in underserved communities in Africa.

Verisk expanded its corporate giving program to recognize the exceptional personal volunteer service of employees, who nominated the organizations they serve for cash grants ranging up to \$1,000.



Verisk received the 2018 People's Choice Innovation Vendor of the Year award from Insurance Nexus as well as the 2018 North American Insurance Innovation Award from The Digital Insurer, a forum that focuses on the impact of technology on insurance business models.

Verisk was included in the newly launched Goldman Sachs JUST U.S. Large Cap Equity ETF (JUST), an investment vehicle recognizing companies driving positive change on issues that the American public cares about most.



ENVIRONMENTAL

Verisk Inventory of Greenhouse Gas Emissions*

2015–2017

	2015 Location-based	2016 Location-based	2017 Location-based	2017 Market-based
Revenue (\$ millions)	1,760.7	1,995.2	2,145.2	2,145.2
Employee Full-Time Equivalent	5,670.2	5,998.4	6,661.8	6,661.8
Scope 1	3,800.1	3,471.1	4,607.9	4,607.9
Scope 2	12,496.1	12,086.6	11,776.0	1,427.7
Scope 3	7,735.6	8,093.8	8,152.2	8,152.2
Scope 1,2,3 Total	24,031.8	23,651.5	24,536.1	14,187.8
Carbon Offsets Available	N/A	N/A	N/A	26,292
Carbon Offsets Retired	N/A	N/A	N/A	(14,188)
Emissions Total	24,031.8	23,651.5	24,536.1	0

*External assurance of results provided by PricewaterhouseCoopers LLP

Notes:

Organizational boundary covers 100 percent of the units conducting business within the Verisk family of companies for the years ending December 31, 2015, 2016, and 2017.

- The 2015 and 2016 emissions of Verisk Health, divested by Verisk during 2016, aren't included in the inventory. The emissions of two companies acquired by Verisk during November 2015—Infield and PCI—were added to the inventory for the months of November and December 2015.
- The 2016 emissions of five companies acquired by Verisk during 2016 have been added to the inventory for the months indicated: Analyze Re (November and December 2016), GeoInformation Group (December 2016), Greentech Media (August through December 2016), MarketStance (December 2016), and Risk Intelligence—Ireland (May through December 2016).
- The 2017 emissions of seven companies acquired by Verisk during 2017 have been added for the months indicated: Healix (March through December 2017), Fintellix (April through December 2017), MAKE (June through December 2017), Geomni (July through December 2017), G2 Web Services (September through December 2017), LCI (September through December 2017), and Rebmark (December 2017).

In conjunction with the 2016 inventory, reported 2015 emissions for business air travel were restated, reflecting a change in calculation methodology necessary to allow an appropriate comparison between both years.

Scope 3 reporting is optional. Verisk's annual Scope 3 inventory totals represent emissions from business air travel and downstream leases. The percentage attributable to business air travel is 96.9 percent (2015), 99.3 percent (2016), and 99.7 percent (2017).

Totals are rounded.

According to *CDP Technical Note: Accounting of Scope 2 emissions*, the location-based method quantifies "Scope 2 greenhouse gas (GHG) emissions based on average energy generation emission factors for defined locations, including local, subnational, or national boundaries." The market-based method quantifies "Scope 2 GHG emissions based on GHG emissions emitted by the generators from which the reporter contractually purchases electricity bundled with instruments, or unbundled instruments on their own."

OUR COMPANY

Annual Greenhouse Gas Emissions Inventory: Verisk Now Carbon-Neutral

Verisk responded to CDP's 2018 Climate Change Questionnaire, effectively reporting that we've become carbon-neutral through a combination of purposeful energy reduction initiatives and investments in renewable energy certificates (RECs) and carbon offsets.

CDP, formerly the Carbon Disclosure Project, is an international not-for-profit organization that administers a global disclosure system representing the most comprehensive collection of self-reported environmental data in existence. CDP's stakeholders include investors and purchasers representing more than \$100 trillion in assets, counting many of Verisk's largest shareholders among them. Together with policymakers, they rely on CDP data and insights to make better-informed decisions relating to climate change and its associated challenges.

This was the third consecutive year that Verisk conducted a greenhouse gas inventory and the second consecutive year that Verisk reported the results to CDP.

Emissions Summary

The chart on page 7 provides the details of Verisk's greenhouse gas emissions inventory for 2017 and prior years.

Overall, Verisk's emissions during 2017 totaled 24,536.1 metric tons of carbon dioxide equivalents, scientific shorthand for measuring the carbon dioxide, methane, nitrous oxide, and fugitive refrigerant gases associated with our operations that are now trapped in the atmosphere. The largest component, about 48 percent of the total, arose from the production of electricity needed to power our offices and data centers. Emissions associated with business air travel (an optional category that Verisk reports voluntarily) represented about 33 percent of our total. The remainder was largely emissions from the combustion of automobile gas for our commercial property automobile fleet; aviation gas used for our Geomni aircraft fleet; and miscellaneous natural gas, oil, and refrigerants consumed by our offices.

Year-over-Year Comparison

Comparing 2017 with 2015 (our baseline year), Verisk's total greenhouse gas emissions increased about 2.1 percent (0.5 percent excluding business air travel), negating a year-over-year decrease reported with our 2016 inventory. The increase is attributable largely to three factors: consumption associated with 14 acquisitions Verisk concluded between 2015 and 2017, an increase of approximately 8.5 percent in emissions associated with business air travel during the same period, and the addition of emissions from aviation gas consumed by Geomni from July through December of 2017.



Our 2017 emissions would have been higher had Verisk not initiated several purposeful reduction efforts, the most significant being:

- installation of LED lighting (among other changes) in conjunction with our Jersey City headquarters renovation, at AIR Worldwide's headquarters in Boston, and at Verisk Maplecroft's headquarters in Bath, UK
- the continued migration of data processing activities to Verisk's eastern and western data centers
- increased fuel efficiency in our automobile fleet, which has achieved improvements in miles per gallon for nine consecutive years

Becoming Carbon-Neutral

Verisk's 2017 emissions have been balanced 100 percent by our purchase of RECs and carbon offsets. Verisk decided to make such investments given our belief that RECs and offsets would be an immediate step forward, reducing Verisk's global greenhouse gas emissions for the near term to a degree that the company could never achieve otherwise.

RECs are tradable, nontangible energy commodities evidencing that 1 megawatt of electricity has been generated and delivered to the electricity grid from a renewable source. Verisk purchased RECs representing more than 28,000 megawatts of electricity during 2017, supporting renewable energy projects—wind, hydro, or biomass—in almost every country or region where we have offices. The largest of the projects was the Prairie Breeze I wind energy farm in Nebraska. AIR participated in a similar arrangement with its local energy provider, representing approximately 1,500 megawatts of renewable energy.

Carbon offsets support emission reduction activities that take place outside our operations, each one representing a metric ton of carbon equivalents avoided or reduced. During 2017, Verisk used them to offset more than 14,000 metric tons of carbon-equivalent emissions. The offsets were generated by efforts to reduce emissions at landfills in New York, Texas, and Utah.



LED lighting installations at Verisk corporate headquarters helped reduce company emissions.



Fleet Fuel Efficiency Improves for Ninth Consecutive Year

With 600-plus field-based analysts serving as the eyes and ears of its U.S. insurance industry customers, Verisk is committed to the efficiency of its automobile fleet. During 2018, the fleet covered nearly 8 million miles, at an average of more than 28 miles per gallon (mpg)—an improvement in mpg average for the ninth consecutive year.

The automobile fleet is composed exclusively of fuel-efficient four-cylinder vehicles, including hybrids. With leadership provided by our fleet management team, the company also invests in educating drivers about safety, recommended vehicle operation, adherence to maintenance schedules, and sensible scheduling and routing.



PowerAdvocate: New Verisk Acquisition Can Help Energy Companies Manage Transition to Renewable Sources

Verisk integrated the acquisition of PowerAdvocate into its operations in 2018. PowerAdvocate is a Massachusetts-based company providing market and cost intelligence for energy providers to optimize their business performance and financial results.

From a sustainability perspective, PowerAdvocate helps electric utility clients address the major challenge of meeting customer demand for electricity while managing the costs, investments, and attendant complexities of transitioning power generation from fossil fuels to renewable energy sources. In addition, PowerAdvocate is managing recent client engagements involving major investments in battery storage technologies and one of the largest utility investments dedicated to creating the infrastructure to support thousands of charging stations for electric vehicles at multifamily residential complexes and workplaces.

PowerAdvocate also supports customers' segmentation of suppliers across different compliance and risk variables and helps customers manage the information required to monitor ongoing vendor compliance with regulations and policies. Traditionally, this work has focused on qualifying suppliers based on safety records and work productivity. Increasingly, it encompasses new topics such as cybersecurity preparedness and the protection of personally identifiable information.



Verisk Celebrates Earth Day by Planting Trees in Rain Forest Ravaged by Hurricanes

To commemorate the 48th anniversary of Earth Day, Verisk again partnered with Earth Day Network, this time to plant 2,018 native trees in the El Yunque National Forest in Puerto Rico. El Yunque—the only tropical rain forest in the U.S. national forest system—sustained massive damage from Hurricanes Irma and Maria during 2017.

As with many natural catastrophes, the recovery process has been costly and slow. However, initiatives such as Earth Day Network's Canopy Project are essential to the long-term plan to stabilize the ecosystem, revive tourism, and restore jobs to local communities around the national forest.

Verisk's gift complemented the efforts and generosity of our employees worldwide who helped hurricane victims and supported relief efforts following Hurricanes Harvey, Irma, and Maria during 2017.



Verisk celebrated Earth Day in locations around the world. This employee group discussed the benefits of plant-based nutrition with Atlantic Health System, who shared resources, success stories, and recipes.

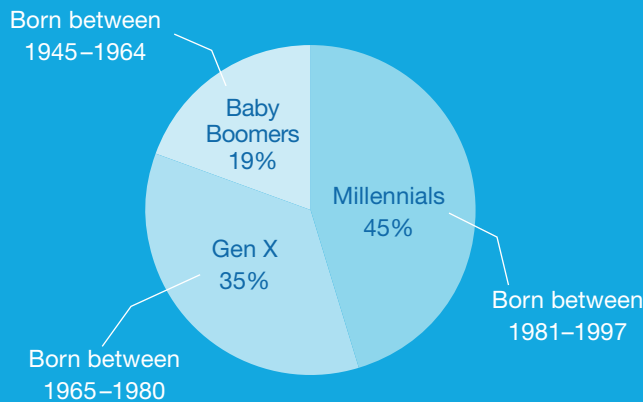


Here's a sample of statistics on Verisk's workforce as reported to the Great Place to Work® Institute.

(Statistics are for Verisk's U.S. workforce and the reporting period of July 2017– July 2018.)

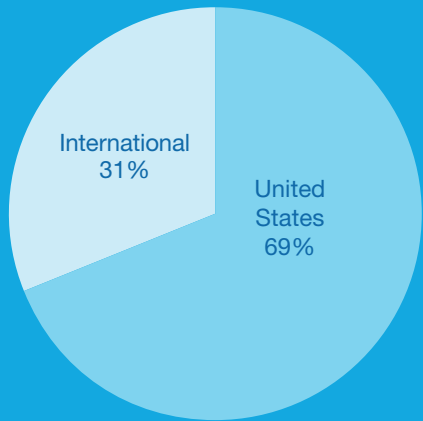
Generation

Verisk is a multigenerational company with employees spanning different age groups, with nearly half being millennials.



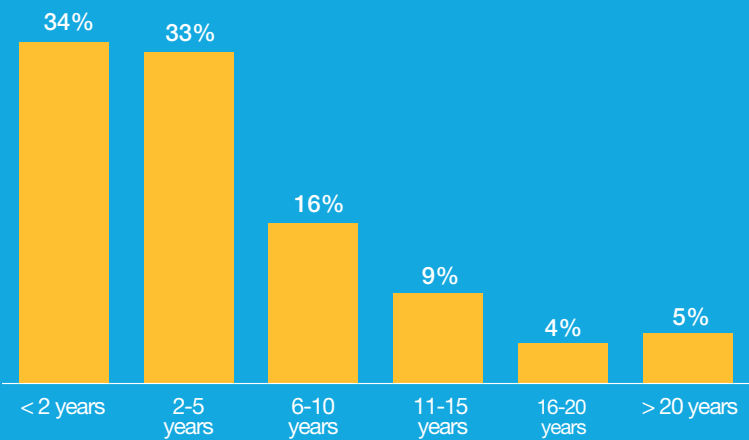
Global Representation

Total Verisk employees worldwide: 7,989



Tenure

The mix of employee tenure helps support workforce stability, strong customer relationships, and institutional knowledge.



Workplace Diversity

Workplace diversity encourages meaningful collaboration and increases customer connections.

Gender



Race/Ethnicity



OUR COMPANY

Recognition

Great Place to Work® Institute Again Recognizes Verisk



For the third consecutive year, Verisk received U.S. certification for its outstanding workplace culture from the Great Place to Work® Institute, a global authority on high-trust, high-performance workplace cultures. Companies earn the Great Place to Work Certification through an anonymous annual survey that measures the workplace ratings of employees in organizations across the globe. Randomly selected Verisk employees

shared their opinions about working at the company—in the areas of credibility, respect, fairness, pride, and camaraderie—providing insights into what they thought Verisk was doing well.

High-trust cultures exhibit innovation, sustainable performance, and business agility. Employees gave high marks to Verisk's culture. They also cited Verisk for providing a welcoming and engaging employee experience.

83%

Employees say this is a great place to work.

92%

I am able to take time off from work when I think it's necessary.

90%

When you join the company, you are made to feel welcome.

88%

People here are given a lot of responsibility.

87%

Management is honest and ethical in its business practices.

87%

I feel I make a difference here.

Verisk Ranks among Forbes's Top 500 World's Best Employers



Forbes named Verisk to its 2018 World's Best Employers list, which is based on survey results of more than 430,000 employees who were asked how likely they were to recommend their own employer and other

employers they admired. *Forbes* ranked Verisk in the top 500 among its Global 2000 employers for 2018, which included the world's largest publicly traded companies from 60 countries.

Forbes Names Verisk to Its America's Best Employers for Women List



Forbes named Verisk to its first-ever list of America's Best Employers for Women, based on a survey of 40,000 Americans (including 25,000 women) working for businesses with at least 1,000 employees. Respondents were asked to rate their organiza-

tions on criteria such as working conditions, diversity, and how likely they'd be to recommend their employer to others. Female respondents were additionally asked to rate their employers on factors such as parental leave, discrimination, and pay equity.

Benefits

Verisk Strengthens Its Parental Leave Policy

In September 2018, Verisk launched its updated U.S. parental leave policy to offer additional support to employees following the birth or adoption of a child. The new policy extends the length of fully paid leave available to parents—whether biological or adoptive—or those who are caregivers through marriage, domestic partnership, or civil union. Eligible employees can now take a fully paid leave of up to ten weeks as a primary caregiver or up to five weeks as a secondary caregiver.



Verisk Enhances Its Company-Matched 401(k) Savings Plan

Among other 2018 initiatives to invest in its employees, Verisk enhanced its 401(k) savings plan for most U.S. employees in two significant ways. The first enhancement provides immediate 401(k) vesting for all existing and future employer matching contributions, eliminating the six-year vesting period that would begin on an employee's hire date. The second enhancement phased in an increased company match on the first 6 percent of an employee's contributions. As of January 1, 2019, Verisk is matching those employee contributions at 100 percent.

Verisk Introduces UK Sharesave Plan

Verisk's Sharesave Plan, a Save As You Earn (SAYE) plan that allows employees outside the United States to purchase discounted Verisk stock as an investment in their financial future, was extended to employees in the UK. The plan gives local employees the opportunity to participate in stock ownership in a tax-efficient manner approved by UK tax authorities. After three years of savings (through payroll deductions), employees can purchase company shares at a 5 percent discount. The Sharesave Plan complements the Employee Stock Purchase Plan for U.S. employees, which enables them to purchase company shares at a 5 percent discount.

Verisk Doubles Funding for Employee Recognition Awards



To recognize a greater number of employees for their efforts and accomplishments, Verisk doubled funding for its Verisk Way to Go award program, providing managers with new options for award amounts. Verisk Way to Go is a discretionary spot-award program that recognizes and rewards employees for outstanding contributions, exceptional efforts, or distinguished achievements that reflect The Verisk Way™—the company's guiding principles to serve, add value, and innovate.

"An Hour on Us" Gives U.S. Employees Time to Vote

In November, due to the expected overwhelming turnout at polls across the United States in federal and state elections, Verisk gave employees an hour of personal time to use whenever they chose during the day to exercise their constitutional right.

Wood Mackenzie Pilots Mental Health First Aid Program in Edinburgh

In its Edinburgh, UK, office, Wood Mackenzie launched a pilot program to provide mental health first aid to any colleague who needs it. Twelve employee volunteers completed training to become "mental health first aiders," people who can offer initial support—such as lending an ear or a helping hand—to people suffering from an emotional or mental health issue before they're able to seek professional help. Through the program, the company hopes to end the stigma associated with mental health, making its employees feel as comfortable asking for mental health first aid as they do for medical first aid. Wood Mackenzie plans to expand the pilot program throughout its office locations.

Professional Development and Education

Verisk Leadership Excellence Program Graduates Its Fourth Class

In 2018, Verisk's Leadership Excellence Program (LEP) graduated its fourth class of leaders and welcomed 39 new nominees to its 2019 class. The comprehensive curriculum includes classroom training; virtual training modules with Harvard Business School on topics such as strategic decision making, innovative thinking, building collaborative relationships, and business acumen; a one-week data analytics boot camp at the University of Virginia; and completion of team-based business impact projects important to the company. Projects included customer-facing strategies, such as developing design thinking capabilities and building business acumen, as well as ways to enhance internal processes, such as expanding inclusion, diversity, and belonging initiatives and improving Net Promoter Score (NPS) processes and execution.

Verisk Enhances Its Leadership Training

In 2018, the company launched two new programs in partnership with Harvard Business Publishing—Foundations of Leadership Excellence and Experienced Leader Training—to complement its Leadership Excellence Program.

Verisk created its Foundations of Leadership Excellence Program to help first-line managers develop the skills to become successful leaders. Participants received training on building a leadership mindset, collaborating internally and externally, and enhancing performance. The company's Experienced Leader Training helped experienced leaders build skills such as leading change, critical thinking, and empowering teams.

Verisk Expands Online Education in Data Science and Analytics

Verisk expanded our partnership with online learning platform Coursera. The company doubled the number of Coursera licenses for comprehensive data science and analytics specializations. In partnership with Johns Hopkins University, the University of Michigan, the University of California at San Diego, and other top universities, Coursera tailored its offerings for Verisk with a specially curated selection of data science, data analysis, machine learning, and data engineering specializations. Employees who successfully complete all courses and requirements for specialized certificates are eligible for bonuses.



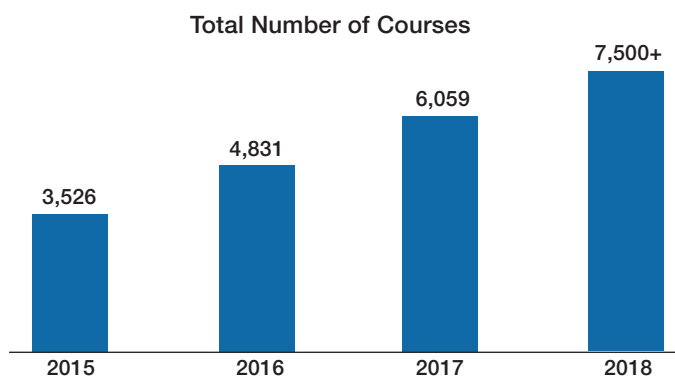
The 2018 LEP class participated in the University of Virginia Data Analytics Executive Boot Camp.



Verisk's Data Science Excellence Program participants gathered together at corporate headquarters in Jersey City to engage in collaborative learning and networking events. This highly selective, multiyear rotational program provides hands-on analytics experience with various Verisk businesses, products and services, and customers.

Verisk Doubles Number of Completed LinkedIn Learning Courses

From 2015 to 2018, the company more than doubled the total number of LinkedIn Learning classes that employees completed through the Verisk Learning Center (VLC). Employees completed 7,500-plus training and development courses in 2018, up from about 3,500 in 2015. The most popular courses include Introduction to Python, Business Writing Fundamentals, and SQL Essential Training.



ISO Claims Partners Invests in Medicare Set-aside Certified Consultant Program

For the third consecutive year, ISO Claims Partners invested in the International Commission on Health Care Certification (ICHCC) Medicare Set-aside Certified Consultant (MSCC) Program for its staff of attorneys, nurses, paralegals, and account managers. The online program provides an overview of the Medicare Set-aside (MSA) process and familiarizes participants with the Centers for Medicare and Medicaid Services (CMS) and MSA acronyms and definitions. Upon completion, participants are eligible to sit for the national certification exam offered by the ICHCC and receive the designation of Medicare Set-aside Certified Consultant. To date, more than 50 ISO Claims Partners employees have participated.

Inclusion, Diversity, and Belonging

Dr. Dolly Chugh Speaks to Verisk about Addressing Unconscious Bias



Dr. Chugh shared her insights on unconscious bias with employees.

In July, social psychologist and New York University professor Dr. Dolly Chugh spoke before a large Verisk audience to share insights from her book, *The Person You Mean to Be: How Good People Fight Bias*. Dr. Chugh provided guidance and tools on how to overcome blind spots and recommended ways to be more conscious about how we think, including reading targeted books for an outlook on the past, improving meetings so everyone can share a perspective, auditing reading lists and media feeds to hear from a diverse range of people, and practicing listening differently.

Verisk Launches New Employee Networks

In November, the company launched two new Employee Networks: the REACH Network and the Parents Network. Employee Networks are grassroots groups formed by employees to help support diversity-related programs and events and promote an inclusive community at Verisk. The newly formed REACH Network (Resources, Education, Action, Connection, Help) is dedicated to empowering Black employees and allies through mentoring, training, networking, and professional and career development. The Parents Network creates a platform for current or soon-to-be parents to share resources and experiences that help members be good parents.



The REACH Network launch event took place at Jersey City, New Jersey, corporate headquarters.

Verisk Celebrates 2018 International Women's Day

Verisk commemorated International Women's Day with a full day of events celebrating the social, economic, cultural, and political achievements of women around the globe. Keynote speaker Sian Beilock, president of Barnard College, cognitive scientist, and the author of *Choke: The Secret of Performing Under Pressure*, addressed the global Verisk audience with a presentation about why we perform the way we do. As part of her presentation, Dr. Beilock discussed what happens in the body and mind when everything clicks and how complicated tasks such as solving a complex math problem can become easy.



Dr. Sian Beilock spoke at Verisk on International Women's Day.

Other activities included a live webinar sponsored by Diversity Best Practices—an organization devoted to creating first-in-class diversity programs—as well as networking and community service events. A Verisk leadership panel also examined how we can successfully leverage a culturally diverse workforce to improve employee engagement and drive profitable growth and shareholder value.



Wood Mackenzie employees in the London office held a drive for St. Mungo's Peckham House Women's Shelter, where they collected donations of toiletries and clothing and packed and delivered them on International Women's Day.

Wood Mackenzie Joins the Stonewall Diversity Champions Program

In May, Wood Mackenzie joined Stonewall's Diversity Champions Program. Stonewall works with organizations across the UK and beyond to help create workplaces that are inclusive and welcoming of LGBT+ people. Becoming a Stonewall Diversity Champion is a key part of Wood Mackenzie's inclusion, diversity, and belonging initiatives to ensure all employees feel engaged, protected, and empowered to perform their best at work.

Verisk Honors Veteran and Military Service Members

In honor of Veterans Day, Verisk held a variety of activities and events across its offices.

In the company's Jersey City, New Jersey, headquarters, Verisk arranged a special presentation on leadership in challenging times featuring John F. Lehman, Jr., a member of Verisk's Board of Directors, who served as Secretary of the Navy under U.S. President Ronald Reagan. During the live-streamed presentation, Mr. Lehman, author of *Oceans Ventured: Winning the Cold War at Sea*, shared his insights that contributed to President Reagan's strategy to win the Cold War without armed conflict.



John Lehman's presentation provided great historical context about the Cold War.



Xactware's Lehi, Utah, office hosted a Veterans Day luncheon honoring all Xactware veteran and military service members past and present. The office displayed a banner in the front of its building recognizing all who have served.

Verisk also honored its veteran and military service members and their families by donating \$10,000 to Team Rubicon. The nonprofit unites the skills and experiences of military veterans with local first responders to rapidly deploy emergency response teams. The global network of Team Rubicon operations serves populations affected by disaster.



Promoting Opportunity

Verisk engages with community stakeholders to promote career opportunities.

Verisk Returnships

Verisk provides return-to-work paid internships to professionals who've been out of the workforce acting as full-time caregivers to their children or parents. Since 2017, Verisk has provided 12 returnees with the opportunity to develop their skills, participate in learning workshops, and network with others. Five of the returnees were subsequently offered full-time employment at Verisk.

Year Up

Since 2015, Verisk has hosted 13 interns from Year Up, an organization whose mission is to close the opportunity divide by providing urban young adults with the skills, experience, and support necessary to reach their potential. The interns completed six-month assignments, serving in roles in Verisk's finance, information technology, marketing, and risk and compliance departments. Eight of the interns were subsequently offered full-time employment at Verisk.



Verisk welcomed its newest returnees. From left to right: Ankita Christian, Analyst, Strategic Actuarial Operations; Monika Shukla, Learning and Development Specialist, HR; Carolyn Vezza, Returnee, Risk and Compliance; Rachelle Itzkowitz, Returnee, Strategic Actuarial Operations; Renee Theis, Returnee, Corporate Social Responsibility; Stephanie Sullivan, Program Manager, Talent Development, HR; and Shalini Panwar, Leadership Development Specialist, HR

Spotlight: 2018 Verisk Citizenship Award Winners

Verisk confers the Verisk Citizenship Award annually to a select group of employees who model the exceptional character and behavior the company strives for. The award celebrates those who demonstrate the core values of The Verisk Way and its mission to serve, add value, and innovate.

Candidates are nominated by their peers and demonstrate respect for the individual, integrity, passion, persistence, confidence and humility, excellence, and teamwork. They also display characteristics that enhance their personal performance, influence the work of their colleagues, and help move the company forward.

Meet the 2018 award winners.



From left to right: Neil Spector, president, ISO Underwriting, and award winner Joseph Ameen

Joseph Ameen

Senior Specialist, ISO

Joe is highly regarded for his in-depth knowledge of insurance coverage forms and rules as well as the systems used to deliver these core products to our customers. He embodies Verisk's core value of **Respect for the Individual** through his continued leadership role with the Verisk Pride Network, the LGBT+ Employee Network. Joe began the grassroots endeavor at corporate headquarters, and his efforts led to others forming new chapters in various Verisk locations.

Joe champions the ideals of inclusion and diversity—creating an inclusive community for all at Verisk.



From left to right: Chris Lundquist, president, LCI; award winner Tami Coates; and Karina Sinclair, chief operating officer, G2 Web Services

Tami Coates

Client Services Manager, G2 Web Services

As client services manager, Tami always gives 100 percent effort to ensure her clients' success. Her commitment to Verisk's core value of **Teamwork** was exemplified when a large client asked G2 for a complicated proposal on short notice. Without hesitation, Tami stepped up to lead her team, working 40-plus hours over a holiday weekend to ensure the project was on target. The effort paid off: G2 won the contract.

Tami gives back to her community by coaching high school girls' volleyball in her hometown and mentoring the girls both on and off the court.



From left to right: Sondra Scott, president, Verisk Maplecroft, and award winner Nicola Dunn

Nicola Dunn

Executive Assistant, Verisk Maplecroft

Nikki serves as executive assistant to the president and members of the Verisk Maplecroft leadership team as well as administrator for 50 people across four teams. Her work ethic and commitment to Verisk's core value of **Excellence** are admirable. Eager to learn and expand her capabilities, Nikki took on creating and managing an onboarding program for Human Resources as well as developing a career path framework for administrators.

She volunteers as board secretary for Girl Stats, an independent not-for-profit organization launched by Verisk, whose mission is to help girls and young women globally.



From left to right: award winner Didi Izhaky and Avner Freiburger, general manager and vice president, Engineering, ISO

Didi Izhaky

Chief Tech & Algorithms Lead, ISO

Didi is highly regarded for his modeling and algorithm expertise and was instrumental to the success of the telematics innovation team. Didi demonstrated Verisk's core values of **Confidence and Humility** when a problem was detected in a customer's system. Coming to the office on his day off, he jumped in to work with team members well into the night to fix the error. The team was inspired that Didi took responsibility.

Didi volunteers his time helping an elderly Holocaust survivor and teaching Arabic to Hebrew-speaking Israelis.



From left to right: award winner Emma Loomes and Craig McMahon, senior vice president, Wood Mackenzie

Emma Loomes

Director of Sales, Wood Mackenzie

Emma leads a team of account managers that has significantly exceeded its financial goals by providing outstanding service to clients in innovative ways. Demonstrating Verisk's core value of **Persistence**, along with market awareness and successful execution, she led the team in creating a webinar series, bringing the views of Wood Mackenzie's market-leading experts to clients. The successful webinars became a core part of the business marketing strategy.

A passionate choir singer, Emma launched the Wood Mackenzie London Choir, which performs at local charities and at office functions.



From left to right: Daniel Sullivan, president and chief executive officer, PowerAdvocate, and award winner Yomayra Martinez

Yomayra Martinez

Human Resources Manager, PowerAdvocate

Yomayra handles recruiting, hiring, and onboarding processes. When PowerAdvocate joined Verisk, the acquisition brought many changes in processes, procedures, and public company requirements as well as the need for training. Demonstrating Verisk's core value of **Teamwork**, Yomayra jumped into learning the new human resources systems and processes and worked with her new Verisk colleagues to implement required changes with the least amount of disruption.

Yomayra organizes an annual food drive for the Greater Boston Food Bank and an annual drive for children's books, winter hats, and gloves that supports Cradles to Crayons.



From left to right: award winner Aarthi Muthukrishnan and Lisa Bonalle Hannan, president, Verisk Financial

Aarthi Muthukrishnan

Managing Director, Argus

As senior managing director for the spend and modeling solutions team, Aarthi never loses sight of what truly matters to her: engagement, creativity, analytical rigor, and Verisk's core value of **Passion**—traits she exhibits in her work and for community and family. She has led many Argus initiatives, such as the "give to get" data policy and the Her Honor Mentoring Program, which gives high school girls who are the first in their families to enroll in college the opportunity to work at Argus after school.

Aarthi partners with a local library to promote STEM education and library appreciation.



WORKING WITH PURPOSE

Verisk Maplecroft Study Finds That Emerging Economies Will Slow Down as Temperatures Rise

A Verisk Maplecroft study released in August found that Africa and Southeast Asia are expected to bear the economic brunt of rising temperatures over the next 30 years, with intensifying levels of heat stress projected to impede worker productivity and hit export revenues.

The study indicates that the impacts of rising heat stress on labor capacity are expected to have particularly severe consequences for the agricultural and extractives sectors of the export economies of West Africa. Oil outputs from Nigeria, West Africa's largest economy, are likely to suffer as well, while cocoa exports from Cote d'Ivoire and Ghana are particularly vulnerable.

The manufacturing sector of Southeast Asia is also under threat. Vietnam and Thailand—key exporters of machinery and electrical components—account for almost two-thirds of the region's total manufacturing export value projected to be at risk.

Measures to mitigate heat-stress risk affecting workers include a significant uptick in the use of air-conditioning. However, increased energy demands pose risks to the business environment, especially in countries that lack robust energy infrastructure, a factor that could result in spiraling operational costs and greater risk of power outages.

AIR Partners with the World Bank to Support Disaster Risk Financing Projects

During 2018, AIR took an active role in helping the World Bank issue sustainable development bonds that collectively provide \$1.36 billion in earthquake protection to Chile, Colombia, Mexico, and Peru. The bonds not only help each of the countries manage earthquake risk and build resilience, but they also represent a significant step in promoting the sustainability of disaster risk financing in Latin America.

AIR served as modeling agent and calculation agent to support the transaction—the second largest issuance in the history of the catastrophe bond market and the first time that Chile, Colombia, and Peru have accessed capital markets to obtain insurance for natural disasters. AIR has been actively involved in supporting Mexico’s access to capital markets since the issuance of its first catastrophe bonds in 2006.

In addition, AIR is continuing to partner with the World Bank, national governments, and other public and private entities to provide ongoing support for Pacific Island countries to meet post-disaster funding needs following tropical cyclones, earthquakes, and tsunamis.

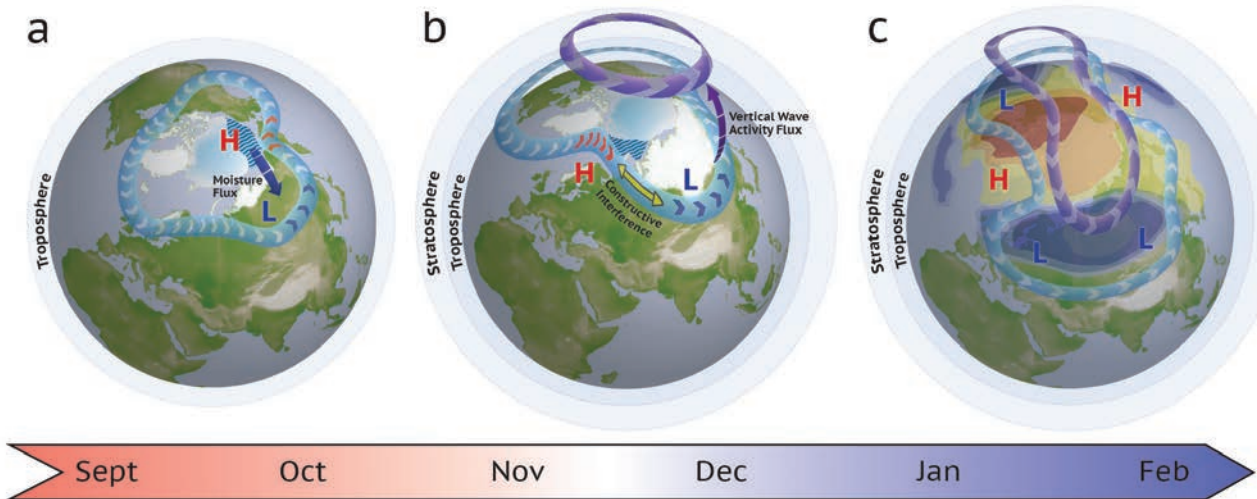


Remnants of a collapsed eight-story building in Mexico City from the earthquake in September 2017.

Wide Audience Finding Value in AER Weather Blog

AER’s weekly blog—interpreting air and surface conditions to provide Northern Hemisphere forecasts for days and even months to come—is attracting readers from a wide variety of locations and disciplines. Feedback indicates the blog is reaching audiences in industrialized and developing nations alike that are interested in understanding weather patterns locally and, in some cases, concerned about how such patterns may affect partners or interests located elsewhere. In the United States, the blog’s influence extends to public and private operational meteorologists, urban planners, energy traders, university professors and students, wildlife managers, snow removal and landscaping engineers, urban architects, and the media. Readers in developing countries in the Middle East and Central Asia also take advantage of the blog.

The blog underscores AER’s weather research expertise and efforts. Dr. Judah Cohen, AER’s director of seasonal forecasting, was invited to present the winter forecast to Massachusetts Governor Charlie Baker and his senior staff to help the state plan for winter operations. In addition, Dr. Cohen presented the forecast to the boards of Eversource, New England’s largest energy provider, and ISO New England, the independent not-for-profit company authorized by the Federal Energy Regulatory Commission to play a critical role in managing the region’s electricity needs.



The AER weather forecast blog applies research funded by the National Science Foundation to understand how Arctic variability can influence winter weather on timescales from weeks to months across the Northern Hemisphere. The graphic depicts how unusual warming Arctic conditions disrupt the polar vortex and elevate the risk of severe winter weather across the hemisphere.

Image Source: Cohen et al. “Recent Arctic amplification and extreme mid-latitude weather.” Nature Geoscience, 2014. www.rdcu.be/fJte

Wood Mackenzie Power & Renewables Group Launched during 2018

Wood Mackenzie's Power & Renewables Group was formed in 2018 to serve the growing renewable energy sector. Its mission is to help clients traditionally reliant on fossil fuels understand the factors shaping renewable energy markets and find opportunities to engage in the transition.



The group's formation follows Verisk's acquisitions of two leading companies in the renewable energy sector: Greentech Media in 2016 and MAKE Consulting in 2017. Besides industry-leading research, the group also provides clean energy news and produces two popular podcasts: The Energy Gang and The Interchange. The podcasts are downloaded approximately 200,000 times each month, making them among the most listened-to podcasts in the sector.

During the past year, the Power & Renewables Group published 365 reports covering wind, solar, storage, and grid edge technologies as well as power market fundamentals. They also published a three-part series with Wood Mackenzie on opportunities in renewable energy for oil and gas majors. The group unveiled a Global Energy Storage Service, providing intelligence on trends and drivers associated with new storage technology bolstering the growth of renewable energy solutions.

Verisk Maplecroft Study Finds Fastest-Growing Cities Face "Extreme" Climate Change Risk

According to a November study by Verisk Maplecroft, 84 of the world's 100 fastest-growing cities by population are rated at "extreme risk" for rising temperatures and severe weather events associated with climate change. Another 14 of the cities are rated "high risk."

The study combined United Nations projections on rates of annual population growth for 1,800 cities with subnational data from Verisk Maplecroft's Climate Change Vulnerability Index (CCVI), which assesses the threat of climate change over the next 30 years.

Eighty-six of the 100 fastest-growing cities are in Africa. Significantly, 79 of these are rated "extreme risk" in the CCVI, including 15 African capitals and many of the continent's key commercial hubs.



According to the study, the relationship between climate change vulnerability and rates of population growth is strong. The highest-risk cities already lack disaster mitigation systems and adequate healthcare services and have highly vulnerable populations. The strain on essential services will intensify as populations continue to rise.

AER Scientists Help Efforts to Understand Coastal Sea-Level Threat

AER scientists have joined with members of the broader scientific community in efforts to better understand the causes of coastal sea-level change and improve capabilities for predicting and projecting the impact of such changes in the decades ahead.

During July, AER scientists collaborated on findings published in the *Proceedings of the National Academy of Sciences of the United States* (www.pnas.org/content/115/30/7729), which demonstrate how the effects of riverine flows and land ice melt, among other factors, can influence sea level at the coast.

In addition, oceanographers at AER are playing a leading role in the activities of the Grand Challenge on Regional Sea-Level Change and Coastal Impacts (www.wcrp-climate.org/gc-sea-level), an international scientific research effort sponsored by the World Climate Research Programme. The effort is intended to strengthen quantitative understanding, promote advances in observing systems, and develop enhanced predictive outcomes.

The project also engages both scientists and coastal stakeholders to ensure that the research can be put to good use informing impact, adaptation, and coastal management efforts to protect life and property from the threat of sea-level rise.



New Wood Mackenzie Service Supports Growing Interest in Electric Vehicles

Wood Mackenzie has launched a new service to support growing interest in electric vehicles (EV). The service analyzes demand, supply, costs, and prices associated with markets for the raw materials needed to manufacture EV batteries, such as lithium, cobalt, nickel, and graphite. Market and procurement analysts as well as investors are closely monitoring whether these materials can be produced in sufficient quantities to meet projected demands now that every major global auto manufacturer has outlined EV production plans to 2050.

In addition to the economic challenges, the service will also examine the impact of geopolitical risk where such metals are sourced, scientific advancements leading to new battery chemistries, and government efforts to accelerate the transition from oil to more sustainable technologies.



Threat of Automation Tops Issues Identified in Annual Human Rights Outlook

The threat of automation topped a list of five issues in Verisk Maplecroft's annual *Human Rights Outlook* that are expected to present significant challenges to the reputations, operations, and supply chains of multinational companies now and in the future.

The UN's International Labour Organization (ILO) estimates that 56 percent of workers in the manufacturing hubs of Cambodia, Indonesia, Thailand, the Philippines, and Vietnam will lose their jobs to automation over the next two decades. According to the report, the risk of slavery and trafficking in supply chains will spiral. Those countries are particularly at risk due to the dependence of the workforce on low-skilled jobs and existing high levels of labor rights violations.

The report stresses that Southeast Asia's manufacturing hubs will not be alone in facing the challenges posed by automation. However, it singles out the region due to its importance to the global supply chains of multinational companies operating in the consumer goods, retail, hospitality, and ICT (information and communications technology) sectors.



Children's Rights and Business Atlas

Verisk Maplecroft continued to provide support to UNICEF and the Global Child Forum in the launch and update of the Children's Rights and Business Atlas (www.childrensrightsatlas.org). The Atlas is a unique online tool that allows businesses to quantitatively assess their risk and impact on children's rights around the world and integrate them into company due diligence practices. The tool was further developed in the third and fourth quarters of 2018 to include data for 195 countries as well as in-depth narratives for a number of different countries. The launch event was held at the 2018 UN Human Rights and Business Forum in Geneva in late November.

ISO Launches New Program to Help Insurers Serve Growing Home Healthcare Insurance Market

ISO launched a new program to help insurers address a growing social trend: demand for home healthcare.

The aging population is a factor in the significant expansion of home healthcare in the United States. The U.S. Census Bureau projects that the over-65 population will double to nearly 84 million people within 30 years. Other growing segments, such as pediatric and in-home disability care, are also driving demand. In fact, according to the U.S. Bureau of Labor Statistics, home healthcare and the use of personal care aides are estimated to increase 40 percent between 2016 and 2026.

Many patients and their families find that having a nurse or aide visit their home is often less expensive and more convenient than staying in a long-term care facility.

The ISO program includes robust coverage and rating solutions and provides tools for insurers to address many of the critical issues arising in conjunction with home healthcare, such as allegations of abuse and molestation, the handling of medical waste, and more. The program encompasses more than 30 classes of the most common home healthcare professions, ranging from home health aides to registered nurses.



ISO Recognized for Commitment to Disaster Safety and Resilience

ISO received a Distinguished Service Award from the Federal Alliance for Safe Homes, Inc. (FLASH), a nonprofit organization that works to strengthen homes and safeguard families from natural and man-made disasters. ISO was recognized for its commitment to disaster safety and resilience through the guidance it provides to key stakeholders at the national, state, and local levels and for its Building Code Effectiveness Grading Schedule (BCEGS®) program. The BCEGS program assesses the building codes in effect in a particular community and how the community enforces its building codes, with special emphasis on mitigation of losses from natural hazards.



ISO vice president and chief field operations officer Bob Andrews (right) accepted the award from FLASH at the 2018 National Disaster Resilience Conference. Bob is joined by his colleague Dr. Karthik Ramanathan, assistant vice president and principal engineer, Research and Modeling, AIR Worldwide (left), who made a presentation at the conference.

New 3E Protect—Education Edition Developed to Help Academic Laboratories Improve Safety

While the private sector is increasingly adopting robust chemical information management platforms, many academic institutions find themselves relying on paper-based systems that are often out of date, inaccurate, or not reflective of a lab's chemical inventory. The difference can leave students and staff exposed to safety hazards and their institutions at risk for fines and penalties.

3E Protect™—Education Edition, a new service from Verisk 3E, now gives academic institutions more affordable access to the same platform and services used by industry leaders. That includes unlimited access to Verisk 3E's entire database of more than 7 million safety data sheets, plus important data on 200,000 laboratory chemicals. It also provides the institutions with access to Verisk 3E's chemical spill hotline and poison and exposure hotline, among other services.

The service helps make lab environments safer and addresses emergencies faster. Students will benefit from their engagement with the same tools and technologies used by prospective employers.

Verisk Report Analyzes Emerging Risks Facing Insurers

A new Verisk report published in November, *Insurance Perspectives on Evolving Risks*, is helping property/casualty insurers and risk managers understand emerging risks and trends that could profoundly affect their businesses. The report looks across geographic and disciplinary borders to examine a range of specific themes, including climate- and weather-related events, the perils associated with drones, and the risks associated with blockchain technology. The report also examines risks associated with societal trends, such as the opioid crisis and the commercialization of marijuana.

Developed by the ISO Emerging Issues team, the report draws from the expertise and research of several Verisk businesses, including AIR Worldwide, AER, Verisk 3E, Wood Mackenzie, Verisk Maplecroft, and Geomni.

To download a copy of the report, visit www.verisk.com/report.



ISO Fire Mitigation Specialists Share Knowledge with Municipal Fire Officials

During 2018, ISO Mitigation specialists hosted nearly 200 complimentary in-person educational sessions across the United States, helping an estimated 22,000 municipal fire officials learn more about the link between effective fire protection and the cost of property insurance for homeowners and businessowners. The attendees represented hundreds of communities and fire districts, many of which rely on ISO's Public Protection Classification (PPC®) program to plan, budget for, or justify improvements or

changes in community fire protection. The PPC program addresses a community's overall fire suppression capabilities in terms of staffing, training, equipment and apparatus, emergency communications, access to hydrants and water, and response boundaries.

Many members of the ISO Mitigation team serve or have served their home communities as officers or firefighters in volunteer fire departments.



The Downers Grove (Illinois) Fire Department joins the ranks of fire departments achieving an ISO PPC Class 1 grading—which recognizes its superior fire suppression capabilities, measured in terms of staffing, training, apparatus and equipment, emergency communications, and access to adequate water sources.

Verisk Maplecroft Study Examines ESG Risks in Cosmetics Supply Chain

A June study from Verisk Maplecroft investigated the environmental, social, and governance (ESG) risks associated with commodity-based ingredients commonly used in best-selling products in five categories of cosmetics ranging from face cream to lipstick. The conclusion: There was at least one high-risk commodity in each product's ingredient list potentially associated with issues such as child labor, deforestation, and corruption.



For example, the production of cocoa, commonly used in cocoa butter and balm for face and body creams, has been prominently linked to child labor in Cote d'Ivoire, the world's leading producer. Mica, a mineral used to add glimmer and pigment to cosmetics, has been tarnished by its connection with child and forced labor in India.

The study also found that companies with smallholder farmers in their supply chains can face a higher risk of being associated with child labor, wage violations, and occupational hazards. Governments rarely have the resources or scope to monitor or uphold regulations relating to working conditions and sustainable operations at that level. Businesses also struggle to keep track of the large number of individual farms used by their suppliers, leaving them exposed to significant reputational issues across global supply chains.

IntelliCorp Screening Services Help Volunteer Organizations

Over the past year, IntelliCorp's background screening services have assisted more than 750 not-for-profit organizations across the United States to assess risk associated with potential volunteers. These organizations represent a variety of missions—youth, senior citizens, civic engagement, social service, and religious—but all share the common objective of keeping vulnerable populations, program participants, and those they serve safe and secure. IntelliCorp's services help protect volunteer programs by providing in-depth insight into a volunteer's background that can include criminal, education, employment, credit, and driving histories.

Many of the organizations using IntelliCorp's services also receive insurance premium discounts because of programs established between IntelliCorp and leading insurance carriers.

ISO Data on More Than 9 Million Fire Hydrants Benefits Insurers and Communities



Access to accredited water sources is a key determinant in the cost of property insurance for U.S. homeowners and businesses. Because the outcome is based largely on the location of the insured property relative to a municipal fire hydrant, both insurers and their customers have a vested interest in assuring that hydrant information is accurate and available.

Over the past two years, ISO has added hydrant location data for almost 750,000 fire hydrants across the United States, bringing its total database to more than 9 million hydrants. Many of the newly added hydrants are in recently developed areas or in rural areas where water infrastructure has been extended.



New Corporate Exposure Tool Takes Energy Sector Risk Assessments to New Level

The new Corporate Exposure Tool developed by Wood Mackenzie and Verisk Maplecroft is helping clients measure asset-level oil and gas company and industry exposure to ESG, climate, and political risks. The tool combines national and subnational risk data with field-level commercial data to measure and compare the exposure of almost 3,000 companies and 10,000-plus assets to more than 100 risks, including water stress, occupational health and safety, corruption, and exposure related to civil unrest and government instability, among many others.

The Corporate Exposure Tool will help energy firms understand their aboveground ESG, climate, and political risk exposures and factor those into operational decision making and new ventures. Asset owners and managers can use the information to inform company engagement, investment choices, and external reporting. The tool can also help banks understand the risk implications of investment decisions as well as mergers and acquisitions.



ISO Introduces Management Liability Insurance Program for Private Companies

In November, ISO introduced a new management liability insurance program to help insurers address the increasing risks faced by private companies. Private firms now account for more than 65 percent of all companies in the United States, according to the latest data from the U.S. Census Bureau.

Although management liability insurance has traditionally been purchased by public companies, leaders of private companies face many of the same risks: liability emerging from mergers and acquisitions activity, regulatory investigations, derivative suits, discrimination, sexual harassment, and more. The program also includes options for insurers to provide coverage for crime and kidnap and ransom.

ISO's proprietary rating model enables insurers to price world-wide coverage for private companies across several lines of business, including directors and officers, employment practices liability, and fiduciary liability.

OUR COMMUNITY

Corporate Giving

Verisk Gifts Help the International Rescue Committee Prepare for Humanitarian Emergencies

Verisk will continue to help the International Rescue Committee (IRC) prepare its annual Emergency Watchlist by extending a license to use Verisk Maplecroft's Global Risk Analytics and its Country Monitoring Service for another year. The IRC's Emergency Watchlist highlights the countries at greatest risk of experiencing the worst humanitarian crises over the coming year. The IRC found Verisk Maplecroft's resources, as well as the opportunity to consult directly with its country experts, to be a valuable component in its strategic preparation and resource deployment in anticipation of emerging crises around the world.

The IRC was organized in 1933, following a call to action by Albert Einstein. It's widely recognized as a global first responder working to address the world's worst humanitarian crises.



In addition to the license for Verisk Maplecroft services, a cash gift from Verisk is helping the IRC advance its broader mission of helping people displaced by crisis around the world. Among its many recent initiatives, the IRC and partnering organizations helped nearly 23 million people access primary healthcare; responded to hunger emergencies in East Africa, Nigeria, and Yemen, reaching approximately 2 million people; and provided schooling and education opportunities for more than 1 million children.

Verisk Helps GeoHazards International Place First Earthquake Desks in Bhutan Schools

Multiyear financial support from Verisk, including professional consulting services from AIR Worldwide, has helped GeoHazards International (GHI) and two Israeli industrial designers place first-ever, locally produced "Earthquake Desks" in two pilot schools in Bhutan. The schools were selected because they're considered to be among the most at-risk schools in this small, earthquake-vulnerable country located in the eastern Himalayas between China and India.



Students using Earthquake Desks in Dorokha Central School

Credit: Sonam Tenzin, Mitigation Specialist, GeoHazards International

The Earthquake Desks, named for their ability to withstand a one-ton object dropped from several meters, can each shelter two students and are light enough to move easily. An initial order of 200 desks was manufactured in Bhutan by three local companies that were certified after training, production, quality assurance, and bidding processes. Work was then performed in accordance with specifications and supervision provided by the School Planning and Building Division of the country's Ministry of Education.

The Ministry of Education has officially adopted the Earthquake Desk design and approved the three manufacturers. It has advised district education offices of its decision, directing those offices to budget for purchase and installation of the desks in vulnerable schools in conjunction with their annual and five-year plans.

The installation of the desks is the result of a cooperative effort between GHI, desk designers Ido Bruno and Arthur Brutter of the Bezalel Academy of Arts and Design, the A.D. Meraz Company in Jerusalem, and the Ministry of Education of the Royal Government of Bhutan. Verisk and AIR have participated in the project since 2015.

Verisk Funding Joint Study of Off-Grid Energy Investment Activity in Underserved Communities

A two-year gift from Verisk is underwriting a study of off-grid energy investment activity in underserved communities. The study is being led by Energy 4 Impact, a nonprofit organization whose work advancing sustainable energy solutions affects the quality of life and prospects for economic growth for millions of people on the African continent. Verisk's energy-facing businesses Wood Mackenzie and Greentech Media will collaborate with Energy 4 Impact, sharing market intelligence and providing expertise.



The study will analyze renewable energy investment trends in the off-grid energy sector, a term usually understood to describe energy options for communities not connected to traditional energy grids because of geographical limitations, costs, or in some cases, violence. As the first study of its kind, the goal is to understand whether the level of investment in solar home systems and renewable mini-grids is consistent with the significant value-creation opportunities represented by the off-grid sector. The findings are important because investment in off-grid energy could help remove a major obstacle for communities and people that need energy access to help escape poverty.

By joining forces with Energy 4 Impact, Verisk's energy market professionals at Wood Mackenzie and Greentech Media step to the forefront of efforts to help the estimated 1.1 billion people who lack access to energy today.

Verisk Launches Girl Stats as an Independent Charitable Organization

Verisk has helped Girl Stats become a registered charitable incorporated organization (CIO) in the UK. The change in organizational status empowers Girl Stats to create its own board of trustees, develop relationships and partnerships independent of Verisk, and engage in fund-raising to broaden its scope of work.



The Girl Stats platform provides insight into the legal, cultural, and economic barriers affecting the lives of girls and young

women across 198 countries. Leading companies, especially those doing business worldwide, recognize the correlation between the status of women and economic development; and they consider women's and girls' rights to be an important factor in supply chain risk. Girl Stats' data and expert analysis not only raise awareness about gender inequality but also promote responsible business decision making and investment and help companies contribute to the realization of the sustainable development goals (SDGs) adopted by the United Nations.

Girl Stats originated in 2009 from a collaboration among the United Nations Foundation, a private foundation, and Verisk Maplecroft.

Welcoming New Employees to Corporate Citizenship

During 2018, Verisk created a charitable giving opportunity to introduce newly hired employees to our corporate citizenship and service efforts. Kicking off the program at midyear, we invited our new joiners to help distribute a charitable fund established by Verisk in their honor. Based on the preferences indicated in each new joiner's welcome survey, the fund was divided proportionately among four organizations that Verisk supports at the corporate level: Energy 4 Impact, GeoHazards International, Girl Stats, and the International Rescue Committee. Each of the organizations received the donation at year-end.

Matching Gifts Program Reaches New Level

Through generous individual giving and enthusiastic in-office fund-raising events, employees took advantage of Verisk's Matching Gifts Program to contribute more than \$1 million to charity during 2018.

The gifts benefited a wide range of medical, educational, and cultural institutions; social welfare organizations; environmental stewardship initiatives; animal protection groups; and more—all selected by employees. Here's a sample:

- Children's Hospital of Philadelphia
- Colonial Williamsburg Foundation
- Heifer International
- Macmillan Cancer Support
- Massachusetts Institute of Technology
- National Wildlife Federation
- Ronald McDonald House of Houston, Inc.

Following the massive flooding in India, Hurricane Michael in the southeastern United States, and the devastating wildfires in California, Verisk also waived certain administrative requirements of the program to accelerate matches for employee donations to organizations such as the American Red Cross, Global Giving, Team Rubicon, and the California Community Foundation Wildfire Relief Fund.

Verisk Businesses Support Local Communities

ISO Claims Partners Reaches Out Locally

In the communities surrounding its offices in California, Massachusetts, and South Carolina, ISO Claims Partners supported a number of outreach initiatives helping children, veterans, and others in need. In addition to helping Therapeutic Rex Athletics run a softball game for children with special needs, ISO Claims Partners organized Halloween costume collections and donations to benefit Children of Shelters in San Francisco, Colette's Children's Home in Huntington Beach (California), and 'WEEN DREAM, a nonprofit group providing free costumes to children in need across America.



Employees helped run a softball game for Therapeutic Rex Athletics.

Employees participated in Operation Gratitude by writing and sending cards to those serving in the military and cooked dinner at Fisher House for families of veterans being treated in the nearby military hospital. They also collected food and water for local homeless shelters and pantries, gathered shoes to support shoes4water.org, gave blood through the American Red Cross, and donated clothes and other items to benefit Dress for Success and Giving Tree campaigns.

AIR's Community Support Grants Help Employee-Nominated Charities

AIR employee volunteers nominated two charitable organizations to be the 2018 recipients of AIR's Community Support Grants.

The Boston Children's Hospital Extraordinary Needs Fund helps families cope with the financial strain of having a seriously ill child in the hospital. The grant helps cover incidentals such as parking, meals, and hotel stays.

The Charles River Center's Horticulture Program is a nonprofit human service agency for those with Down syndrome, autism, cerebral palsy, and other developmental disabilities. The grant supports its horticulture program, which teaches participants how to grow organic produce, care for farm animals, and interact with the natural environment.



PowerAdvocate Gives Back in Boston and San Francisco

Through its Community Outreach Program, PowerAdvocate supported a number of organizations in the Boston and San Francisco Bay areas. Employees participated in the J.P. Morgan Corporate Challenge to benefit the Every Child Fund at Boston Children's Hospital, which supports critical pediatric research, and the Warriors Community Foundation, which supports education and youth development in the Bay Area. Participants in the Cycle for Survival Boston event raised funds for rare-cancer research at Memorial Sloan Kettering Cancer Center.

In the spring, volunteers worked at ReVision Urban Farm, preparing the soil for planting. ReVision provides shelter and healthy food options to homeless families in the Boston area. Throughout the year, employees also served lunch to veterans at the New England Center and Home for Veterans and collected toiletries for Rosie's Place, a Boston women's shelter.



IntelliCorp Volunteerism and Fund-Raising Help the Greater Cleveland Area

IntelliCorp employees supported charitable organizations through various fund-raising and volunteering efforts. Some of these efforts included collecting donations for the Cleveland Kids' Book Bank, Mt. Haven Missionary Baptist Church, and Warrensville Heights city schools. A group of employees volunteered at a 5K race benefiting The Gathering Place, a support center for individuals and families coping with cancer. Others delivered pumpkins to the Genesis Nursing Home and participated in various giving efforts supporting Needs Cleveland, a community store that provides free clothing and household items to those in need.



Xactware's Founders Week Celebrates Service



In May, Xactware hosted its annual Founders Week, five days filled with service activities that give back to the community. More than 250 volunteers participated in more than 800 hours of service, helping organizations including Habitat for Humanity of Utah County, the City of Lehi, Traverse Mountain Elementary School, the U.S. Forest Service, and Courage Reins, a nonprofit organization providing equine-assisted therapies for people with disabilities. Employees also made fleece blankets, which they donated to American Fork Hospital, and participated in a blood drive.

Verisk IS&T Initiatives Provide Volunteer Services to Local Communities

Throughout the year, Verisk Information Services and Technology colleagues volunteered in various community service initiatives. In February, a team helped out at the Community Action Services and Food Bank in Provo, Utah, by repairing computer equipment, painting, and cleaning. In May, employees volunteered at Liberty State Park in Jersey City, New Jersey, weeding, mulching, and beautifying the Hudson River waterfront. In August, volunteers in Orem, Utah, painted the exterior of Mountainland Head Start's Aspen Center, which provides a preschool program for low-income children and those with disabilities. In December, a team in Jersey City, New Jersey, helped at the Hoboken Homeless Shelter, painting, organizing donated goods, and preparing mailers.



ISO Charitable Giving Program Benefits a Variety of Organizations

ISO made gifts to a variety of nonprofit organizations, including several associated with the firefighting community and the people they serve. Among the recipients were the Legacy Oregon Burn Center, the Butte County Firefighters Burn and Benevolent Fund, the Firefighter Cancer Support Network, the National Fallen Firefighters Foundation, the Youth Violence Prevention Council's Juvenile Firesetter Intervention Program of Shasta County (California), and the International Association of Women in Fire & Emergency Services.



Verisk employee Hugh "Skip" Gibson presents ISO's gift to the National Fallen Firefighters Foundation.

ISO also made gifts to organizations dedicated to helping children, the elderly, veterans, and those in need. This year's recipients were Scotty's House Brazos Valley Children's Advocacy Center; Elder-Aid (Bryan, Texas); the Fisher House Foundation, which provides housing for families of patients at military and VA medical centers; and the Twin City Mission, the St. Louis Park Emergency Program, the San Francisco-Marin Food Bank, and GLIDE, which provide food and other critical social services to those in need.

Another recipient of an ISO gift was the Federal Alliance for Safe Homes (FLASH), a nonprofit dedicated to promoting life safety, property protection, and resilience by helping communities strengthen homes and safeguard families from natural and man-made disasters.

Business Unit Giving List 2018

Verisk businesses contributed to more than 60 organizations in the communities where our employees work and live.

Liberty Science Center **Museum of Science, Boston** New City Kids **Success in Education—Code to Success Program** Team Walker **Wounded Warrior Project** Federal Alliance for Safe Homes **Butte County Firefighters Burn and Benevolent Fund** Feeding Westchester **San Francisco Food Bank** International Association of Women in Fire & Emergency Services **Greater Boston Food Bank** Akron-Canton Regional Foodbank **The Baytree Centre** National Fallen Firefighters Foundation **Julian House** Boston Cares **Citizens Climate Education Corp.** Rosie's Place **Just in Time for Foster Youth** Youth Violence Prevention Council of Shasta County **St. Jude's Children's Research Hospital** Asociación de Voluntarios de Oncología Infantil **Spitalfields Crypt Trust** Dalhousie University **United Way of Utah County** Legacy Oregon Burn Center **Boston Children's Hospital Trust** Ronald McDonald House Charities Montreal **Utah Anti-Bullying Coalition** Firefighter Cancer Support Network **Bernie L. Bates Foundation** The Actuarial Foundation **Fondazione per la ricerca sulla fibrosi cistica—onlus** Freedom Festival Foundation **St. Louis Park Emergency Program** SBP **Utah Regional Ballet** Adoption Network Cleveland **Habitat for Humanity** Fisher House **New England Center and Home for Veterans** Charles River Center **Kyani Caring Hands Trust** Twin City Mission **The Fuller Center for Housing of Greater New York City, Inc.** Scotty's House Brazos Valley Child Advocacy Center **Intermountain Foundation of Utah Valley** Good 360 **North Utah County Cycling Club** Delridge Neighborhoods Development Association **Cradles to Crayons** Elder-Aid **Project Open Hand** White Plains Library **The Glide Foundation**

Verisk Giving Helps Organizations Where Employees Volunteer

During 2018, Verisk expanded its corporate giving program to recognize the exceptional volunteer service that our employees perform. Under the new feature, Verisk employees who regularly volunteer personal time were invited to nominate the organization they serve. Winners were selected from a broad pool of nominees and received cash grants ranging up to \$1,000 (or its local country equivalent). Here's a sample:



SPRITES of East County

El Cajon, California (U.S.)

Honoree: Melissa LaBanc, Verisk 3E

SPRITES (www.spritesofeastcounty.org) is an organization of mothers and daughters, grades 7–12, who work together to provide volunteer service and fund-raising help for local not-for-profit organizations serving the elderly, women and children afflicted by domestic violence, and people with special needs, among others.

Gold Foundation – Shirley Mae Breast Cancer Assistance Fund

Margate, New Jersey (U.S.)

Honorees: Jacqueline Bruno and Francine Yotsko, ISO

The Shirley Mae Breast Cancer Assistance Fund (www.shirley-maefund.org) supports women and men in southeastern New Jersey who've been diagnosed with breast cancer and need financial assistance. Since 2002, Fran and Jackie, twin sisters and ISO field managers, have been instrumental in coordinating efforts for the Shirley Mae 5K Run, the fund's signature fund-raising and awareness event held on the world-famous Atlantic City Boardwalk.



Shirley Mae (left) participating in the 5K run named after her.



Halifax Search & Rescue

Lakeview, Nova Scotia (Canada)

Honoree: Daniel Arndt, Analyze Re

Dan and other members of Halifax Search & Rescue (www.halifaxsar.ca) are on call 24/7/365 and trained to respond to lost-person incidents and civil emergencies, including aviation accidents, natural disasters, and mass public evacuations.

Partnership for the Advancement and Immersion of Refugees

Houston, Texas (U.S.)

Honoree: Melania Vargas, Wood Mackenzie

Melania's service to PAIR Houston (www.pairhouston.org) helps the organization advance its mission to empower refugee youths to navigate American society, reach their academic potential, and become community leaders. PAIR serves more than 300 refugee youths, many who came to Houston as part of families escaping war and persecution in their home countries.

Food Link, Inc.

Arlington, Massachusetts (U.S.)

Honoree: Larry N. Belvin, Xactware

Food Link (www.foodlinkma.org) supports food security and environmental sustainability in the Greater Boston area. Larry has been a crucial part of Food Link's weekend operations for several years, driving a van and leading a team of volunteers to recover food from area supermarkets. Larry was instrumental in helping Food Link establish a new partnership with a major supermarket chain last year.

Blue Hill Observatory and Science Center

Readville, Massachusetts (U.S.)

Honoree: Michael J. Iacono, AER

Mike has volunteered with the Blue Hill Observatory (www.blue-hill.org/observatory) continually since 1987 and has served as chief science advisor for the past decade. He conducts, presents, and publishes research and supervises students and volunteers. Among his many contributions, Mike has carefully researched and documented the 133-year climate record at the observatory, helping create the longest-running, most homogeneous climate record in North America. The UN's World Meteorological Organization recently recognized Blue Hill Observatory as a Centennial Observing Station, one of only three such sites in the United States.

Stein Hospice

Sandusky, Ohio (U.S.)

Honoree: Eve L. Brooksieker, IntelliCorp

The Stein Hospice (www.steinhospice.org) supports patients and families as they pass through one of life's most difficult journeys. Inspired by personal experience, Eve and her family organized the inaugural PK5K run during 2014, a fund-raising event that has been held every year since. For months leading up to each race, Eve solicits sponsors, donors, and in-kind gifts; recruits participants; and takes an active role in planning meetings.



A group participates in a forensic activity at the Flathead STEAM Alliance.

Flathead STEAM Alliance

Kalispell, Montana (U.S.)

Honoree: Amy Stewart, G2 Web Services

Amy has been working with the Flathead – Expanding Your Horizons program (www.flatheadeyh.org) since 2013. Over the years, she's inspired hundreds of 7th and 8th grade girls to consider STEM careers and coding. Girls connect with her and her hands-on workshops.

1st Worcester Park and Old Malden Guides

Worcester Park, Surrey, England (UK)

Honoree: Paola Ann Farrugia, ISO

Paola began her association with Girlguiding (www.girlguidinglaser.org.uk) nearly 20 years ago. Her unit helps girls from different backgrounds and with various learning difficulties acquire new skills, take on added responsibilities, and build self-confidence. Paola also helps organize and lead weekend and summer camping trips each year, where the girls experience the challenges of managing in more rustic environments.

Brother Bryan Mission

Birmingham, Alabama (U.S.)

Honoree: Andrew E. Hughes, ISO

The Brother Bryan Mission (www.bbmission.com) is a residential recovery center for men who are homeless or recovering from addiction. The mission provides counseling as well as emotional, spiritual, and practical assistance for the 75 or more men in its care. For five years, Andy and his wife, Paula, have prepared and served dinner for the residents every Thursday night.

Historic Ironwood Theatre

Ironwood, Michigan (U.S.)

Honoree: Donald Osier, ISO

Don has been volunteering at the Ironwood Theatre (www.ironwoodtheatre.net) since 1988, when the then 60-year-old vaudeville and silent movie palace was incorporated as an independent, not-for-profit cultural organization. In addition to serving as head audio engineer (providing quality audio and technical support for productions), he teaches, mentors, and interacts every year with hundreds of teenagers from high school ensembles.

Other Honorees and Organizations

Other honorees and organizations included **Flora Tiley**, FoodCycle; **Jocelyn Callahan**, Ruff Patch Rescue; **Lucy Phillips-Kassanis**, Charles River Center – Horticulture Program; **Tracie Belongia**, Psi Iota Xi – Upsilon Chapter; **Doug Kahn**, International Lyme and Associated Diseases Educational Foundation; **James Moyer**, Nurturing Nations One Child at a Time; **Michael Kerr**, Akron-Canton Regional Foodbank; **Barry F. McLaughlin**, Community Music School of Buffalo; **Leslie Good**, Miracle League of Massachusetts; **Marnie M. Kopytek**, Adopt Me! Bluegrass Pet Rescue; **Jacqueline A. Martin**, Pascack Historical Society; and **Stephen H. Fullerton**, United Glasgow Football Club.

Verisk Volunteer Week 2018



ALCORCON, SPAIN



HALIFAX, NOVA SCOTIA, CANADA



JERSEY CITY, NEW JERSEY



JERSEY CITY, NEW JERSEY



HAMPTON, VIRGINIA



BEACHWOOD, OHIO



KATHMANDU, NEPAL



BOSTON, MASSACHUSETTS

In October, more than 1,450 Verisk employees contributed more than 5,000 hours during Verisk's fifth annual Verisk Volunteer Week. In 70 local communities across 17 countries, employees gave back by volunteering in a variety of activities and projects that served 110 charitable organizations and initiatives. The week reinforced the commitment of the company and its people to the communities where they live and work.

Here's a sampling of their efforts:

Alcorcon, Spain

Geomni

A group of volunteers held a solidarity party with the Asociación Infantil Oncológica Madrid (ASION), preparing and participating in fund-raising activities. ASION provides emotional, educational, and social support to children and adolescents diagnosed with cancer and their families. Other volunteers donated blood at the Alcorcon Hospital Foundation, while their colleagues participated in a race to raise funds for therapies for children with disabilities.

Beachwood, Ohio

IntelliCorp

Volunteers cleaned vehicles and windows at the Achievement Centers for Children in Cleveland, a nonprofit whose mission is to help children and adults with disabilities achieve their fullest potential.

At the Cleveland Chapter of the Alzheimer's Association, which provides support and resources to individuals and families affected by Alzheimer's, employees helped with cleaning, transporting materials, and making thank-you calls.

Boston, Massachusetts

AIR Worldwide

AIR employees assisted Museum of Science staff in leading a class of second-graders through the museum's extensive exhibit halls. The effort was part of the museum's Eye Opener Program, which invites Boston public school classes for comprehensive tours of the museum during the school year.

Volunteers also prepped and packaged meals for Community Servings, a nonprofit food and nutrition program providing medically tailored meals to critically ill patients.

Halifax, Nova Scotia, Canada

Analyze Re

A group of volunteers spent the day working at Todd Hill Farm, a nonprofit equestrian facility offering recreational riding and education opportunities to the surrounding communities. They cleared debris from horse paddocks, patched potholes, cleaned the stalls and barn, and blanketed and watered the horses.

Staff also volunteered at the SPCA Provincial Animal Shelter, where they washed the vehicles, did yard work, and assisted around the buildings and kennels.

Hampton, Virginia

AER

Employees volunteered at Fisher House, a home away from home for active duty or retired military families of seriously ill or injured patients receiving treatment at Naval Medical Center Portsmouth. Volunteers landscaped and cleaned up the exterior grounds, including the reflection garden, gazebo, playground, porches, and walkways.

Jersey City, New Jersey

Verisk and ISO

During the Foundation for Hospital Art PaintFest, volunteers collaborated on paintings for the children's wing of a local medical center.

Other employees prepared and served lunch at the Hoboken Homeless Shelter, beautified the city's green spaces with the Jersey City Parks Coalition, and cleaned kennels at the Liberty Humane Society.

Through Junior Achievement of New Jersey, employees mentored high school students, working with them on activities designed to inspire and prepare them for life after high school.

Kathmandu, Nepal

Verisk Nepal

Staff members participated at the Nepal Children's Organization (NCO), cleaning up the playground, painting walls, and preparing dinner for more than 100 orphans. NCO is a non-governmental organization committed to improving the lives of orphaned, abandoned, and conflict-affected children in Nepal by providing extensive childcare and development programs.



TEL AVIV, ISRAEL



LEHI, UTAH



SURREY, ENGLAND



MALAGA, SPAIN



MELBOURNE, AUSTRALIA



MONTREAL, QUEBEC, CANADA



SYDNEY, AUSTRALIA



NEW YORK, NEW YORK

Verisk Volunteer Week 2018

Lehi, Utah

Xactware

Employees braved the weather to work on Habitat for Humanity's landscaping and building projects in Lehi and Springville, Utah. One group rolled up their sleeves and laid 4,000 square feet of sod. Another group took hammer and nails and framed a house. Volunteers commented that the cold didn't stop them from getting the work done.

Volunteers also helped make bunk beds for Sleep in Heavenly Peace, taught coding basics at multiple elementary schools for Hour of Code, and created princess and wizard wands for sick children at American Fork Hospital.

Malaga, Spain

Sequel

Employees volunteered at the Association of Volunteers for Children's Oncology (AVOI), a charity that supports Malaga children's hospitals. Volunteers entertained and spent quality time with the hospitalized children, who come from Malaga, Ceuta, and Melilla.

Melbourne, Australia

Argus and Xactware

Colleagues spent the day with Clean Up Australia, a not-for-profit environmental conservation organization, sprucing up Flagstaff Gardens, a park in the Melbourne central business district. The team worked together to remove a small mountain of rubbish that had accumulated in the park.

Montreal, Quebec, Canada

Verisk 3E

Employees volunteered at the Ronald McDonald House for sick children and their families. Throughout the week, some volunteers cleaned common areas where the children and their families spend quality time after difficult days. Others cleaned the outdoor playground, where they raked leaves, washed and stored toys, and helped winterize the premises.

New York, New York

Wood Mackenzie

Employees volunteered at the Grand Central Neighborhood Social Services Corporation, a drop-in center for homeless adults in midtown Manhattan. During four sessions that lasted two hours each, volunteers served lunch to 20 to 50 people.

Surrey, England

Verisk Risk Rating

Employees volunteered at Whitely Village, a local retirement community that supports older people of limited means to live as independently as possible. The volunteers helped with activities such as painting, gardening, Bollywood yoga, bingo, and sing-along sessions. They also socialized with the residents and toasted the royal wedding with a glass of sherry as they watched the event together.

Sydney, Australia

Argus and Wood Mackenzie

Colleagues volunteered at the Sydney Dogs and Cats Home, a not-for-profit pound and community facility, where they interacted with the animals, walked the dogs, and cleaned out the kennels. The home has been taking care of Sydney's lost, abandoned, and neglected pets since 1946 and prides itself in never placing a time limit on any animal awaiting adoption.

Tel Aviv, Israel

ISO ClaimSearch Israel

Staff volunteered at Leket Israel, an organization that specializes in collecting nutritious surplus food and distributing it to those in need. Volunteers sorted and packaged production overages of vegetables and fruits, which were then sent to homeless shelters, soup kitchens, centers for the elderly, battered women's centers, community help organizations, and schools for at-risk youth throughout Israel.



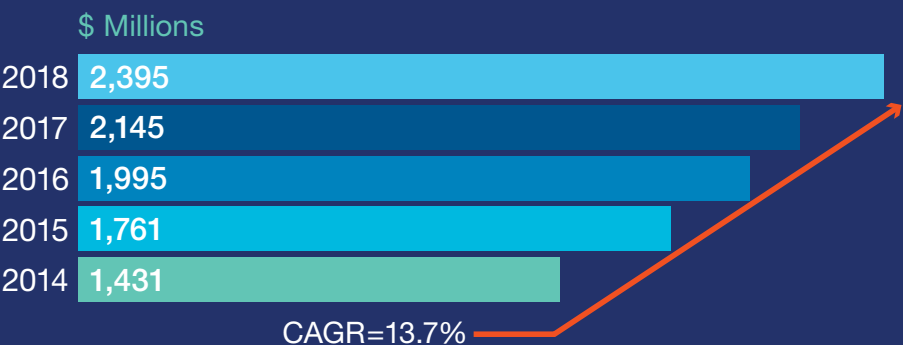
GOVERNANCE

2018 revenues were \$2.4 billion and adjusted EBITDA was \$1.1 billion

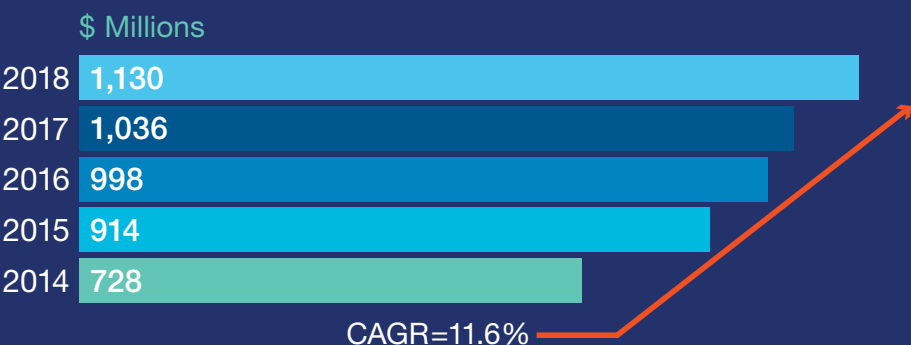
From 2014 to 2018, Verisk revenues increased at a compound annual growth rate (CAGR) of 13.7 percent. Adjusted EBITDA (earnings before interest, tax, depreciation, and amortization) increased at a CAGR of 11.6 percent.

Financial Highlights

Revenues



Adjusted EBITDA



OUR COMPANY

Verisk Implements Changes to Executive Compensation Programs

In response to the company's 2017 "Say-on-Pay" voting results and the outreach efforts to shareholders that followed, Verisk implemented changes to its executive compensation programs for the 2018 pay cycle. The changes, affecting both short- and long-term incentive awards, are intended to align with best practices that make executive pay decisions more quantitative, transparent, and performance-based.

Verisk adopted a more formulaic approach to calculating short-term incentive awards made under the 2018 Annual Bonus Plan (which are paid during first-quarter 2019). For the CEO, 50 percent of the award will be paid based on achievement of pre-established adjusted organic revenue targets, and the remaining 50 percent will be paid based on achievement of preestablished adjusted organic EBITDA targets. Other named executive officers will also be paid based on achievement of the same preestablished adjusted revenue and adjusted EBITDA targets, but compensation will also include an allocation for individual performance. The formula for other named executive officers is as follows: 40 percent based on adjusted organic revenue, 40 percent on adjusted organic EBITDA, and 20 percent on individual performance. In all cases, achievement of 2018 target performance goals will require improved performance over 2017 results.

Verisk revised the criteria for long-term incentive awards and distributed 2018 equity grants for named executive officers as follows:

- 50 percent in the form of performance share units that vest at the end of a three-year performance period based on the achievement of total shareholder return compared to the S&P 500 constituents
- 25 percent in the form of stock options
- 25 percent in the form of restricted stock awards



Please visit our investor site, <http://investor.verisk.com>, to download the *Verisk Analytics 2018 Annual Report*.

Verisk Wins Awards for Innovation



Verisk received the 2018 People's Choice Innovation Vendor of the Year award from Insurance Nexus. The company was recognized for cutting-edge work and insurance platforms involving the Internet of Things and telematics, online acquisition and auto quoting, and auto claims processing.



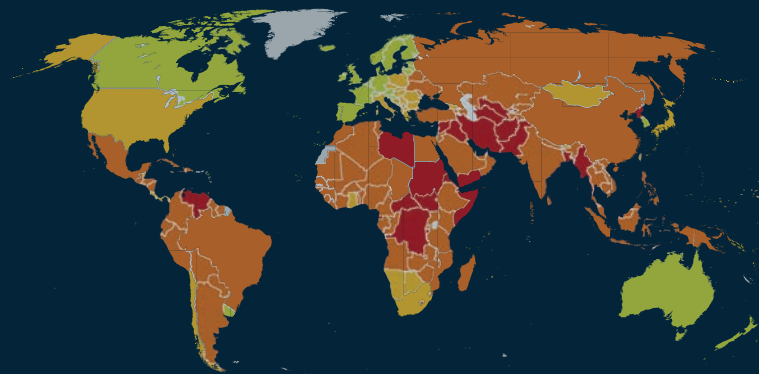
We also won the 2018 North American Insurance Innovation Award from The Digital Insurer, a forum that focuses on the impact of technology on insurance business models. Verisk's Energy & Power Intelligence Xchange™ (EPIX™), a benchmarking and risk-scoring solution that transforms how insurers assess and underwrite complex energy risks, was the cited platform.

Verisk Included in Goldman Sachs JUST U.S. Large Cap Equity ETF

Verisk was included in the newly launched (June 2018) Goldman Sachs JUST U.S. Large Cap Equity ETF (JUST), an investment vehicle recognizing companies driving positive change on issues that the American public cares about most. These include performance relative to worker pay and well-being, beneficial products, customer treatment, data privacy, environmental stewardship, building strong communities, job creation, and more.

JUST

Human Rights Risk Index 2018



Almost **7.1 billion** people face some kind of human rights risk

Fewer than **500 million** people live in **low-risk** countries for human rights risk

Verisk Maplecroft published its Human Rights Risk Index in 2018. Of the nearly 7.1 billion people facing human rights risks, 2.2 billion live in countries rated as extreme risk for modern slavery.

Verisk Statement on Modern Slavery Gives Rise to Employee Training and Awareness Efforts

In accordance with the commitments made as part of Verisk's Statement on Modern Slavery, published June 2018 (www.verisk.com/statement-on-modern-slavery), we implemented an online awareness and training program. Completion of the program is mandatory for all Verisk employees serving in countries with a higher risk of modern slavery and for all procurement-related staff and human resources department staff regardless of location. By year-end, more than 1,000 employees had completed the training.

Compliance issues notwithstanding, we view modern slavery as a humanitarian issue and will be encouraging all Verisk employees to voluntarily complete the training during 2019.

Supplementing our modern slavery awareness efforts, 545VIEW (the Verisk Women Network based at our Jersey City headquarters) sponsored an educational and awareness event in June, featuring representatives of NOMI Network, a global non-profit organization that supports economic development to fight human trafficking. Following the presentation, NOMI Network showcased and sold a variety of products made by survivors of human trafficking. Verisk matched net proceeds from the sale and accompanying raffle.



The NOMI Network event was a great success.

Corporate Leadership

Scott G. Stephenson

Chairman, President, and
Chief Executive Officer

Mark V. Anquillare

Chief Operating Officer

Lee M. Shavel

Chief Financial Officer

Kenneth E. Thompson

General Counsel and
Corporate Secretary

Vincent de P. McCarthy

Group President

Nicholas Daffan

Chief Information Officer

David J. Grover

Controller and
Chief Accounting Officer

Laurie Lovett

Chief Human Resources Officer

Mark S. Magath

Risk and Compliance

Yang Chen

Corporate Development and Strategy

Patrick McLaughlin

Corporate Social Responsibility

Christopher H. Perini

Chief Marketing Officer

Vikas Vats

Chief Analytics Officer





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